TCCA Diversity Policies

1. Policy on Formation of Committees

Modeled off of the "SIGPLAN Diversity Policy"

TCCA values and aims to promote diversity in its sponsored activities. Specific activities covered by this Diversity Policy include, but are not limited to, appointed members of the TCCA executive committee, the composition of the program and organizing committees (including the respective chairs) for TCCA-sponsored meetings, sub-committees or special-track committees (e.g., industrial papers tracks), and committees for selecting TCCA-sponsored awards. Recognizing that there is a large pool of people qualified, each year a subset of these must be chosen to serve on the various committees. People chosen to serve on such committees are seen as leaders in the community, and hence we must take pains to ensure that they are chosen fairly and represent the breadth of the community while being inclusive and diverse. In forming these committees, where practical diversity will be considered along multiple dimensions including but not limited to the following (note that the ordering in the list does not imply any specific prioritization):

- Coverage of meeting topics.
- Turnover: To the extent that it is practical, each term's committee should be substantially distinct from previous years' committees. Some overlap to promote continuity is permissible. Where applicable, distinction from committees in related activities from peer organizations (e.g., SIGARCH, TCuARCH, SIGMICRO) shall also be considered.
- Diversity of institution: A given institution should not be significantly more/over-represented compared to others in the committee.[1]
- Academic lineage: The success of our PhD training has created many lines of academic progeny spread across many institutions around the globe. Committees should be formed to minimize over-representation from any particular lineage.
- Type of institution: Committees should contain a mix of experts from Industry, Academia, Government, Small/Large, Established/New, etc.
- Years of experience: Committees should include a mix of junior, mid-level, and senior members of the community.[2] First-time committee members are also encouraged (where applicable) to encourage growing the fraction of TCCA communities that actively participate.
- Geographic distribution: Members should come from all parts of the world active in the given research area.
- Gender.
- Ethnic background, underrepresented minority groups.

Meeting organizers are required to submit their proposed committee lists to the TCCA Executive Committee via the TCCA Chair for approval. Awards committees are typically small in size, and while it may be difficult to simultaneously consider all aspects of diversity, the formation of such committees should still strive for inclusion.

Process for Approval

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[1] Multiple sites for the same organization count as the same "institution."
[2] For some committees, in particular for certain awards, junior members of the TCCA community might not be appropriate for inclusion. This policy does not explicitly prescribe any specific target distributions.

For the purposes of forming committees related to conferences (e.g., organizing committees, program committees), the committee formation may be considered separately from the overall conference sponsorship/approval processes. It is understood that obtaining approval for the overall conference may occur one or more years before the event before any committees have even been proposed. At a later point in time when the conference organizers propose specific committee(s), then this Policy on Committee Formation would be applied.

When a committee (whether organizing committee, program committee, or non-conference committees such as awards committees) is ready to be proposed, the following policy shall be utilized:

1. Organizers submit the list of the proposed committee members to the TCCA Chair and Diversity Chair. Each member of the list should include affiliation and any additional dimensions of diversity that the member contributes to the committee. A brief explanation for why specific aspects of diversity are not covered may optionally be provided.
2. The TCCA Chair and Diversity Chair evaluate the proposal against the current policy. Under consideration of the circumstances of the conference/committee, they determine whether the proposal sufficiently meets the objectives of the policy.
3. If not, specific concerns are communicated back to the organizers with suggestions for resolution. The committee organizers and TCCA Chair and Diversity Chair then engage in a dialogue to reach an acceptable committee composition given the specific circumstances, constraints, etc. of the committee.
4. Iterate until the committee membership list is mutually acceptable to the organizers and TCCA. This can include explanations for why certain requests cannot be accommodated.

2. Reserved for Additional Policies

The formation of TCCA committees is but one component of a set of policies that should be developed to better foster, encourage, grow, and support diversity and inclusion in our communities. The current policies are not meant to be set in stone, and the policies should continue to be developed, refined, and evolved over time.